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ΕΡΕΥΝΗΤΙΚΗ ΕΡΓΑΣΙΑ

Mental wellness of Greek university employees during the pandemic
Results from a two-year report

OBJECTIVE To evaluate the impact of the pandemic on the employees of the Aristotle University of Thessaloniki, Greece, in terms of stress, anxiety and depression. **METHOD** The survey was conducted in the form of a questionnaire, through the Depression, Anxiety, Stress Scale (DASS21), in two-time intervals; the first was conducted on 2020 and the second on 2021. The first launch included 86 administrative and 126 academic employees. The second launch included 106 administrative and 138 academic employees. Associations of DASS21 scores with participants' characteristics were investigated with Pearson's Chi-squared (χ^2) test, the odds-ratio and the multiple correspondence analysis. **RESULTS** In both years, stress, anxiety and depression levels were normal to mild or moderate. No significant differences were observed between the two years in both groups (p -value >0.05). Female academics presented higher anxiety, stress and depression in comparison to men. Female administrative staff was less depressed compared to male administrative respondents. Both younger academic and younger administrative participants expressed increased anxiety in comparison to older respondents (>46 years old). Increased stress, anxiety and depression levels were observed in those who had received psychiatric treatment in the past. **CONCLUSIONS** Despite the low levels of stress, anxiety and depression during the first two years of the pandemic, administrative and academic staff of the Aristotle University of Thessaloniki presented intriguing differences, depending on each respondent's personal characteristics and history.

The current pandemic caused by the novel SARS-CoV-2 (severe acute respiratory syndrome coronavirus 2) has turned into an unprecedented emergency.¹ Pandemics are not a modern concept, as the first references appeared eons ago.² Pandemics have social aspects with adverse outcomes, not only on physical health but also on the economy and the well-being of people.³⁻⁵ The novel coronavirus appears to increase anxiety and depression at alarming rates worldwide and has been widely studied.⁶⁻¹⁰

The emerging mental health issues can lead into long-term health problems, isolation and stigmatization.¹¹ Insomnia, denial, anger and fear are also on the rise, especially for

healthcare workers.^{12,13} Another group of particular research interest is the members of the academic communities.^{7,14} The suspension of universities and colleges as a necessary measure in order to prevent the pandemic led students and employees to novel educational methods.¹⁵⁻¹⁷ In addition to the distance education as an emergency solution, the curfew prevented the socialization and increased the isolation.¹⁸ In Greece, the implementation of confinement measures certainly brought negative effects, with women appearing to be more affected than men.³

Given this unprecedented situation, it is vital to analyze the impact on the educational community. The compari-

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A. Kavvada,^{1,2}
G. Intzes,¹
S. Karachrysafti,¹
I. Dimitriadou,¹
V. Papaliagkas,²
M. Chatzidimitriou,²
T. Papamitsou,¹
D. Kavvadas¹

¹Post-Graduate Program "Health and environmental factors", Faculty of Health Sciences, Medical School, Aristotle University of Thessaloniki, Thessaloniki
²Department of Biomedical Sciences, Faculty of Health Sciences, International Hellenic University, Thessaloniki, Greece

Ψυχική υγεία των εργαζομένων
στα ελληνικά πανεπιστήμια κατά
την πανδημία: Αποτελέσματα
από διετή μελέτη

Περίληψη στο τέλος του άρθρου

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son between different groups within the universities has not been yet studied thoroughly by the researchers, who focus mainly on students. Students in Greece reported a significant psychological burden during the first two weeks of the lockdown restrictions, while university staff reported a milder psychological distress.¹⁹ Since the beginning of the pandemic, the students' depression, anxiety and stress levels in the Aristotle University of Thessaloniki (AUTH) have been increased at alarming rates.⁷ However, no reports have been made regarding employees during the pandemic.

The purpose of this research was to assess the mental health of employees (administrative and academic staff) of the AUTH during the first two years of the pandemic. The study was conducted through the Depression, Anxiety, Stress Scale (DASS21). Based on the limited literature, the research hypothesis expected increased levels of stress, anxiety and depression during the two-year period and, especially, on the second distribution of the survey. In addition, it was assumed that the demographic and individual characteristics of the participants were significantly correlated with the different levels of stress, anxiety and depression. The novelty was achieved through the implementation of the multiple correspondence statistical tools and the target groups, as this is one of the very few studies worldwide that managed to evaluate the psychological distress of the academics and other university staff.

MATERIAL AND METHOD

The research aimed to evaluate and analyze the psychological impact of the COVID-19 pandemic on the employees of the AUTH.

Population and samples

The samples included employees (academic and administrative staff) of the AUTH, Greece. The research was conducted in two-time intervals. The first was conducted during the autumn of 2020 and the second during the autumn 2021. During that period of time, there were 338 active administrative staff members and 2,291 academic members.²⁰ During the first launch, a percentage of approximately 25.0% administrative staff participated in the survey, while in 2021, the percentage of participation increased to 30.0%. As regards the academic staff, the sample coverage of responses was 5.6% in 2020 and 6.0% in 2021.²⁰ Only a few entries were excluded from the survey due to in-complete completion of the questionnaire.

Ethical Committee

The survey was constructed on the official University's LimeSurvey platform. Permission was granted by the AUTH, Medical School Bioethics Committee (Bioethics Committee no 1,254/20.10.2020) and the AUTH Data Protection Department.

Demographic and DASS21 questionnaire

The survey is divided into two sections: One about the demographics, the current status of mental health and possible experiences related to COVID-19, and one that included the DASS21 questionnaire.^{7,21} On the second launch, one extra question was included, regarding the vaccination against COVID-19. The responses during the first launch will be used for comparisons with the second launch, while emphasis will be given on the second year's responses and their interpretation, as it covers a two-year period of continuous psychological pressure from the ongoing pandemic.

Statistical analysis

The DASS21 rating scale is used internationally to assess stress, anxiety and depression. It is a tool recognized and accepted by psychologists and psychiatrists with a very good internal consistency.²² There is, therefore, a valid Likert-4 scale (0: Not at all, 1: A little, 2: Much, 3: Too much), which calculates the negative emotional states experienced by the participants during the period of time that the survey was in process.

The DASS-21 is based on a multi-dimensional and not a categorical perception of psychological distress. The hypothesis on which the development of DASS21 was based (and which was confirmed by research data) is that the differences between depression, anxiety and stress experienced by normal individuals and clinical populations, are gradually different.²³

The demographic characteristics of the participants were studied with Pearson's Chi-squared test, similarly to previous studies.^{6,7} The calculations and processing of these initial results and the correlations were performed with the Statistical Package for Social Sciences (SPSS), version 24.0 (IBM, SPSS Inc, Chicago, IL, USA) and Microsoft Excel (2019), version 16.43. Further analysis was performed with odds ratios (ORs) analysis and the multiple correspondence analysis.⁷ The Méthodes d'Analyses des Données (MAD) (www.pylimad.gr) software was selected.²⁴ Through the MAD software, the processing leads to the construction of the Burt tables, which are multiple coincidence tables. They were produced by the intersection of the classes of each variable.²⁵ For the two groups (academic and administrative staff) the 9×9 BURT tables were created and then the whole BURT tables with the total ratings of all the questions, answers and variables of the analysis.

RESULTS

Demographics and DASS21 scores

Most of the administrative participants were females (78% on 2020 and 74% on 2021), while academic staff presented equal distributions in terms of gender. The majority of the participants were above the age of 46 and married or with a partner. A percentage of 20% of the academic

staff declared to be associated with the “Health” profession. Most of the participants declared cohabitation with two or more people. A significant percentage of the administrative staff experienced employment activity changes (40% on

2020 and 30% on 2021). This percentage was significantly higher in the academics’ group during the first launch (almost 50% on 2020) and similarly declined during the next year (almost 32% on 2021) (tab. 1).

Table 1. Demographic characteristics of the participants during the 1st and 2nd year of completing the questionnaire.

	Characteristics	Administrative staff on 2020	Administrative staff on 2021	Academic staff on 2020	Academic staff on 2021
<i>Age (years)</i>	18–45	21	26	25	25
	≥46	65	80	101	113
<i>Sex</i>	Female	67	78	59	76
	Male	19	28	67	62
<i>Marital status</i>	Unmarried	18	22	12	19
	Married or with partner	53	70	101	105
	Divorced/widowed	15	14	13	14
<i>Healthcare associated</i>	Yes	5	4	31	21
	No	81	102	95	117
<i>Live with</i>	Alone	9	19	10	15
	1 person	24	25	27	34
	2 or more people	53	62	89	89
<i>Changes in employment activity</i>	Yes	35	31	60	44
	No	51	75	66	94
<i>Know someone who diagnosed COVID-19 positive</i>	Yes	76	106	109	131
	If yes, mild or no symptoms	26	24	45	38
	If yes, moderate to severe symptoms	45	65	49	74
	If yes, deceased	5	17	15	19
	No	10	0	17	7
<i>Psychological or psychiatric treatment in the past</i>	Yes	17	30	21	28
	No	69	76	105	110
<i>Currently psychological or psychiatric treatment</i>	Yes	5	11	5	12
	No	81	95	121	126
<i>Currently taking psychotropic drugs</i>	Yes	2	8	3	5
	No	84	98	123	133
<i>Quarantine restriction and relationships between people confined in same house</i>	Positive	52	54	61	71
	Negative	34	52	65	67
<i>Quarantine restriction and effects on social relationships</i>	Positive	15	21	12	20
	Negative	71	85	114	118
<i>Vaccinated against COVID-19</i>	Yes	–	101	–	132
	No	–	5	–	6
<i>Total participants</i>		86	106	126	138

In both groups, the majority of the participants knew someone who had been diagnosed positive with the COVID-19. This percentage was significantly increased on the second launch, alongside with the severe or deceased cases due to the COVID-19 infection. The percentages of receiving psychological or psychiatric treatment in the past were similar for the two groups during the two years and relatively low. Current psychological/psychiatric treatment or psychotropic drug intake was declared by an insignificant proportion of the sample. Regarding relationships between people confined in the same house due to quarantine restrictions, during the first launch (year 2020), the majority of the administrative staff believed that they were improved. However, on the second-year (2021), the responses presented an increase of the negative effects due to the ongoing quarantine on the relations inside the house (tab. 1). The majority of our two groups had been vaccinated by the second launch (tab. 1).

The two-year comparative results among administrative and academic staff of the AUTh are presented below (tables 2, 3, and 4). The Cronbach « α » factor was excellent in both questionnaires. More specifically, it was estimated at 0.946 for the DASS21 launched in 2020 and 0.954 for the DASS21

launched in 2021. In addition, for the second distribution of the questionnaire, the Cronbach « α » factor was estimated for each group and taking into account all the responses (demographic and DASS21). For the administrative staff it was estimated at 0.879 and for the academic staff at 0.891.

Table 4. The percentages of the three distribution grades for all participants.

University Status	DASS21 range	1: Normal (%)	2: Mild to severe (%)	3: Extreme severe (%)
Academic staff (n=136)	Stress [range]	70 (51.5) [0–4]	62 (45.6) [5–14]	4 (2.9) [15–21]
	Anxiety [range]	111 (81.6) [0–3]	23 (16.9) [4–9]	2 (1.5) [10–21]
	Depression [range]	85 (62.5) [0–4]	48 (35.3) [5–14]	3 (2.2) [15–21]
Administrative staff (n=104)	Stress [range]	47 (45.2) [0–4]	51 (49.0) [5–13]	6 (5.8) [14–18]
	Anxiety [range]	80 (77.0) [0–3]	22 (21.1) [4–11]	2 (1.9) [13–15]
	Depression [range]	65 (62.5) [0–4]	35 (35.7) [5–13]	4 (3.8) [14–15]

[range]: Refers to the DASS21 range scale of normal/mild/moderate/severe/extreme severe scores

Table 2. Academic staff of the Aristotle University of Thessaloniki: Results of the DASS21 scale during the two years of the pandemic (2020–2021).

Academic staff scores (%)	Stress (%)			Anxiety (%)			Depression (%)		
	2020	2021	Δ (%)	2020	2021	Δ (%)	2020	2021	Δ (%)
Normal	94 (74.6)	97 (70.3)	-4.3	109 (86.5)	113 (81.9)	-4.6	82 (65.1)	87 (63.0)	-2.1
Mild	12 (9.5)	16 (11.6)	+2.1	10 (7.9)	14 (10.1)	+2.2	14 (11.1)	14 (10.1)	-1.0
Moderate	12 (9.5)	12 (8.7)	-0.8	4 (3.2)	6 (4.3)	+1.1	20 (15.9)	27 (19.6)	+3.7
Severe	7 (5.6)	10 (7.2)	+1.6	2 (1.6)	3 (2.2)	+0.6	6 (4.8)	6 (4.3)	-0.5
Extreme severe	1 (0.8)	3 (2.2)	+1.4	1 (0.8)	2 (2.4)	+1.6	4 (3.2)	4 (2.9)	-0.3
p-values	0.807			0.889			0.957		

Δ (%): Difference among the two-years percentages

Table 3. Administrative staff of the Aristotle University of Thessaloniki: Results of the DASS21 scale during the two years of the pandemic (2020–2021).

Administrative staff scores (%)	Stress (%)			Anxiety (%)			Depression (%)		
	2020	2021	Δ (%)	2020	2021	Δ (%)	2020	2021	Δ (%)
Normal	67 (77.9)	79 (74.5)	-3.4	65 (75.6)	82 (77.4)	+1.8	61 (70.9)	66 (62.3)	-8.6
Mild	7 (8.1)	11 (10.4)	+2.3	10 (11.6)	13 (12.3)	+0.7	9 (10.5)	18 (17.0)	+6.5
Moderate	8 (9.3)	9 (8.5)	-0.8	5 (5.8)	5 (4.7)	-1.1	12 (14.0)	13 (12.3)	-1.7
Severe	4 (4.7)	4 (3.8)	-0.9	1 (1.2)	1 (0.9)	-0.3	2 (2.3)	5 (4.7)	+2.4
Extreme severe	0 (0.0)	3 (2.8)	+2.8	5 (5.8)	5 (4.7)	-1.1	2 (2.3)	4 (3.8)	+1.5
p-values	0.898			0.991			0.534		

Δ (%): Difference among the two-years percentages

Multiple correspondence analysis

The multiple correspondence analysis processes data and presents them in the form of multidimensional coincidence tables. The data included in the multifactorial analysis came from the survey launched during the second year of the study, in 2021. The results of the DASS21 through which the score of anxiety, stress and depression was obtained, are summarized within the multiple correspondence analysis in three variables and are presented in three grades (1: Normal prevalence, 2: Mild to severe prevalence, 3: Extreme severe prevalence) (tab. 4).

The gradation was delineated based on the quadrants Q1 and Q3 of a continuous distribution of samples with a value range of 0 to 21, which constitute the sum of the DASS21 scores. The three grades are therefore the lower

25% of the sample (normal range), the intra-quadratic range with 50% of the sample (mild to severe range) and the upper 25% of the sample (extreme severe) (tab. 4). From a total of 138 academic and 106 administrative staff respondents in 2021 survey, two were removed from each group due to incompatibility of their answers. Therefore, a total of 136 academic and 104 administrative respondents, participated in the multiple correspondence analysis.

ORs analysis revealed that female academics were more distressed in terms of anxiety, stress and depression (tab. 5). Younger academics expressed increased anxiety in comparison to older academics. Also, academics who were not vaccinated felt stressed and depressed compared to the vaccinated ones (tab. 5).

Similarly, younger administrative staff experienced more

Table 5. The modified Burt table based on the variables and academic staff responses.

Burt table Academic staff – ORs		Stress			Anxiety			Depression		
		Normal	Mild-severe	Extreme severe	Normal	Mild-severe	Extreme severe	Normal	Mild-severe	Extreme severe
<i>Age range (years)</i>	18–45	0.77	1.09	0.05	2.83	0.28	0.05	1.30	0.77	0.00
	≥46	1.13	0.79	0.03	4.70	0.19	0.02	1.76	0.51	0.03
<i>Gender</i>	Male	1.44	0.65	0.02	5.78	0.15	0.02	1.77	0.45	0.05
	Female	0.83	1.03	0.04	3.69	0.25	0.01	1.59	0.63	0.00
<i>Marital status</i>	Unmarried	1.00	0.80	0.06	17.00	0.00	0.06	2.00	0.50	0.00
	Married/in cohabitation	1.12	0.79	0.03	3.95	0.24	0.01	1.60	0.58	0.02
	Divorced/widowed	0.75	1.33	0.00	3.67	0.27	0.00	1.80	0.40	0.08
<i>Cohabitation status</i>	I live alone	0.88	1.14	0.00	14.00	0.07	0.00	1.50	0.50	0.07
	With 1 person	1.54	0.65	0.00	10.00	0.10	0.00	2.30	0.43	0.00
	With 2 or more persons	0.96	0.87	0.05	3.19	0.28	0.02	1.51	0.60	0.02
<i>Vaccinated</i>	Yes	1.10	0.81	0.03	4.65	0.19	0.02	1.77	0.53	0.02
	No	0.50	2.00	0.00	2.00	0.50	0.00	0.50	1.00	0.20
<i>Psychological or psychiatric treatment in the past</i>	Yes	0.65	1.55	0.00	4.60	0.22	0.00	1.15	0.75	0.04
	No	1.20	0.71	0.04	4.40	0.20	0.02	1.84	0.50	0.02
<i>Currently taking psychotropic drugs</i>	Yes	1.50	0.67	0.00	4.00	0.25	0.00	1.50	0.67	0.00
	No	1.05	0.85	0.03	4.46	0.20	0.02	1.67	0.54	0.02
<i>Quarantine restriction and relationships between people confined within the same home</i>	Positive	1.41	0.63	0.03	4.83	0.19	0.01	2.68	0.37	0.00
	Negative	0.78	1.13	0.03	4.08	0.22	0.02	1.06	0.78	0.05
<i>Quarantine restriction and effects on social relations</i>	Positive	2.17	0.46	0.00	5.33	0.12	0.06	3.75	0.27	0.00
	Negative	0.95	0.92	0.04	4.32	0.22	0.01	1.49	0.60	0.03

anxiety and stress than older staff. Female administrative participants expressed moderate anxiety in comparison to males who were normal (tab. 6). Married administrative staff experienced moderate stress.

DISCUSSION

Stress, anxiety and depression levels of the employees in the AUTH were not similar to the university students' levels.⁷ The majority of the respondents did not present alarming scores of stress, anxiety or depression levels through the DASS21 evaluation.

As for the academic staff, data indicated a mild increase in anxiety and stress, and a moderate increase in depression. The growth rates did not exceed 4% between the two years, presenting a relatively stable case. The same observa-

tions applied to administrative staff. These findings were inconsistent with the results of similar studies conducted in other countries. According to a study, a large percentage of university staff was on the verge of depression and severe anxiety disorder.²⁶ A similarly extensive survey launched on administrative and academic staff of a South African university, during two quarantine periods (2020 and 2021), suggests that the risk of mental health deterioration should not be underestimated.²⁷ The distance learning protocols seemed to be the main culprit for the academic staff. The need for using distance learning techniques and the new teaching requirements catalyzed the augmentation of stress and insecurity.²⁷ A study on Colombian university personnel during the COVID-19 pandemic showed a rise in sleep quality disturbances, deterioration of health-related quality of life and depression symptoms during the pandemic.¹⁴

On the contrary, in the AUTH stress and anxiety levels

Table 6. The modified Burt table based on the variables and the administrative staff responses.

Burt table Administrative staff – ORs		Stress			Anxiety			Depression		
		Normal	Mild-severe	Extreme severe	Normal	Mild-severe	Extreme severe	Normal	Mild-severe	Extreme severe
Age range (years)	18–45	0.72	1.08	0.07	2.76	0.34	0.01	1.63	0.52	0.04
	≥46	1.27	0.67	0.04	7.33	0.09	0.04	1.78	0.47	0.04
Gender	Male	0.87	1.00	0.04	6.00	0.12	0.04	1.80	0.40	0.08
	Female	0.81	0.95	0.07	2.80	0.33	0.01	1.62	0.55	0.03
Marital status	Unmarried	0.91	0.50	0.24	3.20	0.24	0.05	1.63	0.40	0.11
	Married/in cohabitation	0.79	1.12	0.03	3.38	0.27	0.01	1.80	0.52	0.01
	Divorced/widowed	0.86	1.17	0.00	3.33	0.30	0.00	1.17	0.63	0.08
Cohabitation status	I live alone	0.64	1.00	0.13	2.60	0.38	0.00	0.80	0.80	0.13
	With 1 person	1.18	0.50	0.14	5.00	0.09	0.09	1.67	0.41	0.09
	With 2 or more persons	0.77	1.21	0.02	3.13	0.32	0.00	2.10	0.48	0.00
Vaccinated	Yes	0.80	0.98	0.06	3.30	0.27	0.02	1.68	0.52	0.03
	No	1.50	0.67	0.00	4.00	0.25	0.00	1.50	0.25	0.25
Psychological or psychiatric treatment in the past	Yes	0.45	1.42	0.12	1.42	0.61	0.04	1.07	0.61	0.12
	No	1.03	0.83	0.04	5.25	0.17	0.01	2.00	0.47	0.01
Currently taking psychotropic drugs	Yes	0.00	7.00	0.14	0.60	1.00	0.14	0.14	3.00	0.14
	No	0.96	0.85	0.05	4.05	0.23	0.01	2.00	0.43	0.03
Quarantine restriction and relationships between people confined within the same home	Positive	1.17	0.73	0.04	4.20	0.18	0.04	1.60	0.49	0.06
	Negative	0.58	1.26	0.08	2.71	0.37	0.00	1.74	0.53	0.02
Quarantine restriction and effects on social relations	Positive	0.73	1.11	0.06	2.80	0.36	0.00	1.38	0.58	0.06
	Negative	0.85	0.93	0.06	3.47	0.25	0.02	1.74	0.49	0.04

among the academic staff were not significantly increased, while on the administrative staff stress levels were even decreased during the second year (2021). However, the administrative staff of the AUTH was more depressed in comparison to the academic staff. An intriguing observation was the severe depression prevalence of the male participants of the present study. This burden is probably related to the confinement, as men stated that the lockdown has had a negative effect on relationships among people in the same home.

Regarding vaccination against COVID-19, statistically significant correlation was found among academic staff who did not get vaccinated against the COVID-19 infection and the occurrence of severe depression. Participants who did not receive vaccination were generally more distressed.

The findings also presented a significant correlation between psychological distress, increased psychiatric treatment and the decline of mental wellness among the two years of the pandemic. These findings are in line with

evidence from pre-pandemic studies.²⁸ Consequently, the increasing deterioration of the AUTH employees' mental health who were already before the pandemic under psychiatric evaluation or psychological care, may have been to some extent expected.

In conclusion, the administrative and the academic staff of AUTH did not present increased levels of stress, anxiety and depression during the first two years of the pandemic. However, differences were observed among the demographics and the responses. Female academics were more distressed in terms of anxiety, stress and depression. Female administrative staff was more stressed but less depressed than the male administrative respondents. Married administrative staff experienced moderate stress. Younger academic and administrative participants expressed increased anxiety in comparison to older academics. Despite the literature evidence, the AUTH was an interesting case presenting normal levels of employees' stress, anxiety and depression during the COVID-19 pandemic.

ΠΕΡΙΛΗΨΗ

Ψυχική υγεία των εργαζομένων στα ελληνικά πανεπιστήμια κατά την πανδημία: Αποτελέσματα από διετή μελέτη

A. ΚΑΒΒΑΔΑ,^{1,2} Γ. ΙΝΤΖΕΣ,¹ Σ. ΚΑΡΑΧΡΥΣΑΦΗ,¹ Ι. ΔΗΜΗΤΡΙΑΔΟΥ,¹ Β. ΠΑΠΑΛΙΑΓΚΑΣ,²
Μ. ΧΑΤΖΗΔΗΜΗΤΡΙΟΥ,² Θ. ΠΑΠΑΜΗΤΣΟΥ,¹ Δ. ΚΑΒΒΑΔΑΣ¹

¹Διδρυματικό Πρόγραμμα Μεταπτυχιακών Σπουδών «Υγεία και περιβαλλοντικοί παράγοντες», Σχολή Επιστημών Υγείας, Τμήμα Ιατρικής, Αριστοτέλειο Πανεπιστήμιο Θεσσαλονίκης, Θεσσαλονίκη, ²Τμήμα Βιοϊατρικών Επιστημών, Ιατρική Σχολή, Διεθνές Πανεπιστήμιο Ελλάδας, Σίνδος, Θεσσαλονίκη

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ΣΚΟΠΟΣ Η αξιολόγηση της επίδρασης της πανδημίας στους εργαζόμενους του Αριστοτέλειου Πανεπιστημίου Θεσσαλονίκης, όσον αφορά στο άγχος, στο stress και στην κατάθλιψη. **ΥΛΙΚΟ-ΜΕΘΟΔΟΣ** Η έρευνα διεξήχθη με τη μορφή ερωτηματολογίου, μέσω της κλίμακας DASS21, σε δύο χρονικά διαστήματα, κατά το 2020 και κατά το 2021. Οι συσχετίσεις των βαθμολογιών DASS21 σε σχέση με τα χαρακτηριστικά των συμμετεχόντων αξιολογήθηκαν με τη δοκιμασία Pearson's Chi-squared (χ^2), τους λόγους πιθανοτήτων και την ανάλυση πολλαπλών αντιστοιχιών. **ΑΠΟΤΕΛΕΣΜΑΤΑ** Και τα δύο έτη, τα επίπεδα stress, άγχους και κατάθλιψης ήταν φυσιολογικά έως ήπια ή μέτρια σε λίγες περιπτώσεις. Δεν παρατηρήθηκαν σημαντικές διαφορές μεταξύ των δύο ετών και στις δύο ομάδες συμμετεχόντων (ακαδημαϊκοί και διοικητικοί υπάλληλοι) (τιμή $p > 0,05$). Οι γυναίκες ακαδημαϊκοί παρουσίασαν υψηλότερο άγχος, stress και κατάθλιψη σε σύγκριση με τους άνδρες ακαδημαϊκούς. Οι γυναίκες διοικητικοί παρουσίασαν λιγότερα επίπεδα κατάθλιψης σε σύγκριση με τους άνδρες διοικητικούς. Τόσο οι νεότεροι ακαδημαϊκοί όσο και οι νεότεροι διοικητικοί συμμετέχοντες παρουσίασαν αυξημένο άγχος σε σύγκριση με τους μεγαλύτερους ηλικιακά ερωτηθέντες (>46 ετών). Αυξημένα επίπεδα stress, άγχους και κατάθλιψης παρατηρήθηκαν σε όσους είχαν λάβει ψυχιατρική θεραπεία στο παρελθόν. **ΣΥΜΠΕΡΑΣΜΑΤΑ** Παρά τα χαμηλά επίπεδα stress, άγχους και κατάθλιψης κατά τα δύο πρώτα έτη της πανδημίας, το διοικητικό και το ακαδημαϊκό προσωπικό του Αριστοτέλειου Πανεπιστημίου Θεσσαλονίκης παρουσίασε ενδιαφέρουσες διαφορές με βάση τα προσωπικά/δημογραφικά χαρακτηριστικά και το ιστορικό του κάθε ερωτώμενου.

Λέξεις ευρετηρίου: Άγχος, Ακαδημαϊκοί, Αριστοτέλειο Πανεπιστήμιο, Κατάθλιψη, Stress

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Corresponding author:

D. Kavvadas, Postgraduate Program "Health and environmental factors", Faculty of Health Sciences, Medical School, Aristotle University of Thessaloniki, Thessaloniki, Greece
e-mail: kavvadas@auth.gr